



MIDDLESEX
CRICKET

MIDDLESEX CRICKET EDI ACTION PLAN 2025

OUR EDI VISION



- To be a welcoming, inclusive and representative club where everyone feels they belong;
- To ensure equal opportunity across all areas of the club on and off the field;
- To embed EDI into decision-making leadership and culture;
- EDI is not a standalone initiative – it is central to how we operate as a club.



OUR EDI VALUES



- **Respect** – treating everyone with dignity and fairness
- **Inclusion** – creating environments where all voices are heard
- **Equity** – recognising unique needs to achieve fair outcomes
- **Accountability** – taking responsibility for our actions and progress
- **Transparency** – Being open about where we are and where we need to improve



OUR EDI ACTION PLAN



- A practical, measurable framework to drive meaningful change
- Focused on people, pathways, culture and governance
- Informed by data, lived experience and community engagement
- Regularly reviewed and updated to ensure impact and relevance



OUR APPROACH AND INTENTIONS



- Long-term commitment rather than short-term initiatives
- Listening to our communities and stakeholders
- Using evidence and data to guide decisions
- Embedding EDI into recruitment, development and progression
- Holding ourselves accountable at every level of the club



OUR KEY OBJECTIVES



- Build trust within our communities
- Reflect our demographics
- Transform our pathway process
- Change our culture to be more diverse and inclusive



BUILDING TRUST IN OUR COMMUNITIES



Where we are now

- Working closely with schools, community groups and local partners
- Providing translated and accessible communications
- Supporting grassroots clubs and community initiatives
- A market-leading Cricket Cities programme and additional EDI investment from ECB

Where we want to be

- A trusted, visible club in all our communities
- Strong, long-term partnerships that widen access to cricket
- Middlesex is recognised as welcoming and inclusive
- A leading organisation in the EDI space

Accountable

- Middlesex in the Community Team and Recreational EDI Lead
- Senior leaders within the club game and community settings



REFLECT OUR DEMOGRAPHICS



Where we are now

- Reviewing recruitment, coaching and governance structures
- Improving gender balance and workforce diversity
- Monitoring pay, progression and representation

Where we want to be

- A workforce, leadership and playing population that reflects our communities
- Fair, transparent recruitment and progression pathways
- Diverse representation at every level of the Club
- Increase pool of coaches from under-represented groups who work with us

Ethnic Diversity of Local Population	49.3%
Ethnic Diversity of Middlesex Cricket 2023	15%
Ethnic Diversity of Middlesex Cricket 2024	22.7%
Ethnic Diversity of Middlesex Cricket 2025	22.7%



TRANSFORM OUR PATHWAY PROCESS



Where we are now

- Supporting player transitions through dedicated coaching roles
- Running alternative pathways and state-school programmes
- Using data to track progression and representation

Where we want to be

- Clear, inclusive routes into elite cricket
- Multiple entry points for talented players from all backgrounds
- Fair and transparent talent identification
- Successful re-integration of ACE Programme activity into MCCC pathway

Accountable

- Director of Cricket
- Pathway Leads
- Talent & Performance Team
- MCCC EDI Lead



CHANGE OUR CULTURE TO BE MORE DIVERSE AND INCLUSIVE



Where we are now

- Delivering mandatory EDI training for staff and coaches
- Running cultural awareness sessions and reviews
- Listening to staff and players through surveys and feedback

Where we want to be

- An open, inclusive, and psychologically safe environment
- Inclusive behaviours are embedded across the Club
- Everyone is confident to speak up and be themselves

2024 Vs 2025 EDI Figures

Staff perception statements	2024	2025	Percentage difference
Feel the organisation is inclusive	70%	89%	+19%
Believe leadership is committed to EDI action	66%	81%	+15%
Feel welcomed, included and like they belong	66%	89%	+23%

*Data from 2024 and 2025 ECB Census



INCLUSIVE INITIATIVES



Where we are now

- Promoting inclusive language and accessible communications
- Delivering community programmes and awareness activity
- Building inclusion into events and campaigns

Where we want to be

- Visible leadership on equality and inclusion
- Strong public commitment to fairness and opportunity
- Increased engagement and participation across all communities

2025 Inclusive Initiatives

- Carried forward the legacy of the Middlesex Mavericks programme by competing in the London City Cup, offering competition and talent pathways for refugees, asylum seekers and under-served young adults.
- Delivered cricket as part of Council-funded Holiday Activity & Food programmes in Haringey, Tower Hamlets and Brent.
- Engaged over 2500 young people from over 50 State Schools with cricket by partnering with 'Sport Inspired' over 14 multi-sport festivals
- Delivered cricket programmes in partnership with charities tackling child obesity, youth crime and poor mental health
- Designed and delivered the London Loop in Middlesex with the 4 London counties, to provide 100 young people free access to a 3-day summer camp
- Provided 6 individuals from under-served backgrounds coaching bursaries to begin their coaching journeys and a chance at future employment.

OUR COMMITMENT



At Middlesex, equality, diversity and inclusion are central to who we are and how we work.

We are committed to:

- Creating opportunity for everyone
- Reflecting the communities we serve
- Building a welcoming, respectful and inclusive club
- Together, we are shaping a more inclusive future for cricket.

